

Dance Masters Of New England Chapter 5 Inc

Executive Director / CEO

EIN 043184127

MA · NTEE A62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Hernandez, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

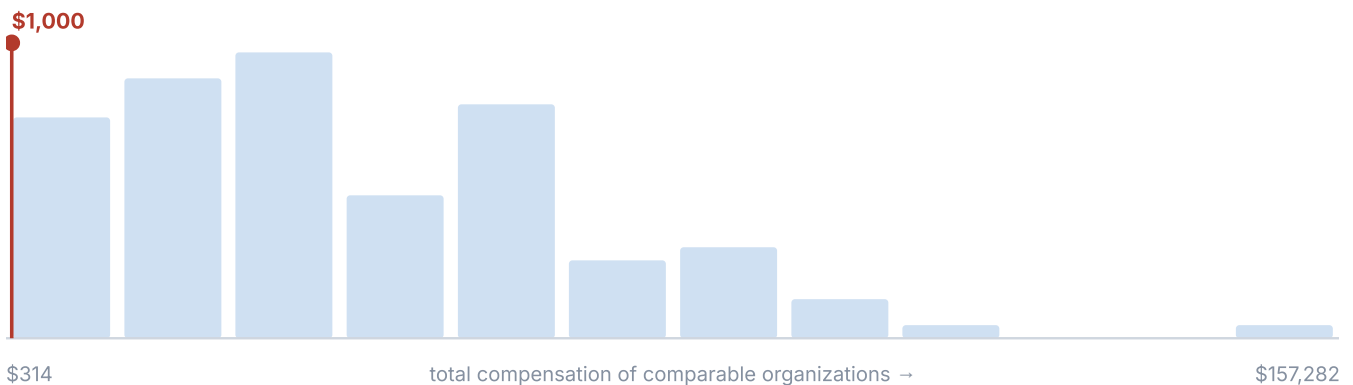
Benchmarked executive: Jason Hernandez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$148,852 and \$333,252 — 0.67x to 1.50x the subject's \$222,168 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

106 organizations qualified on sector, size, and geography → **106** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,017 10TH	\$19,747 25TH	\$35,988 MEDIAN	\$58,071 75TH	\$82,438 90TH	\$1,000 THIS ORG · 1ST
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\$1,000



■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ellen Sinopoli Dance Company Inc	NY	\$221,500	Director	\$12,040	\$12,107	2024
Namah Ensemble Inc	CA	\$223,420	Director/pre	\$23,000	\$22,101	2024
TI Tango Lovers Organization Inc	FL	\$223,495	Coo	\$21,600	\$23,248	2023
Issaquah Dance Theatre Ensemble	WA	\$220,686	Artistic Dir	\$103,462	\$103,081	2024
Sb Dance	UT	\$223,976	Executive Dir.	\$42,500	\$48,405	2024
Mdsa Foundation	TX	\$224,425	President	\$1,080	\$1,238	2023
Homestead Youth Arts Center Inc	FL	\$219,882	President	\$29,500	\$30,840	2024
Happendance Inc	MI	\$225,566	Executive Director	\$35,892	\$42,444	2023
Bach Dancing & Dynamite Society Of Wisconsin Inc	WI	\$218,705	Executive Director	\$51,420	\$59,760	2024
Miami Dance Futures Inc	FL	\$217,941	President	\$4,560	\$4,908	2023
Gafa Studios	NC	\$226,424	President	\$24,000	\$27,596	2024
New Dialect	TN	\$217,297	Director	\$44,375	\$53,440	2023
Pack Dance	MO	\$216,838	Executive Director	\$84,078	\$99,098	2024
Black Label Movement	MN	\$216,725	President	\$13,327	\$14,276	2025
Jazz Of Yuma Inc	AZ	\$227,755	Executive Director	\$25,200	\$26,970	2024
The Arte Flamenco Dance Theatre Inc	CA	\$227,916	President	\$24,814	\$24,549	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jon Lehrer Dance Inc	NY	\$216,161	Artistic Director/board Member	\$36,800	\$36,051	2025
Stockton Folk Dance Camp	CA	\$229,159	Director	\$2,700	\$2,594	2024
Rejoice Diaspora Dance Theater	OR	\$231,453	President	\$23,869	\$24,667	2024
Heart Of Dance	MN	\$212,823	Interim Executive Director	\$47,878	\$52,646	2024
Dance Augusta Inc	GA	\$231,610	President	\$9,900	\$11,077	2024
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$17,977	2024
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$7,123	2023
Resilience Dance Company Stl	MO	\$232,570	Executive And Artistic Director	\$23,803	\$27,332	2025
Traffic Jam Inc	IL	\$210,150	President	\$9,895	\$10,825	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 106 organizations. Compensation range \$314–\$157,282; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$222,168); for reference, expenses \$193,616 and assets \$361,508.

ROLE MATCH Jason Hernandez, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	2 nd
All sources (D + E + F), adjusted	1 st

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Jason Hernandez) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 106 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 1st percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.